Organization Studies

The School of Education has notable strength in the area of organization studies, particularly in terms of research on schools, universities, nonprofit and governmental organizations, as well as more creative associations, such as community or advocacy groups, and grass-roots associations. Students can elect to pursue a SHIPS concentration (i.e., sub-plan or emphasis) or a pre-approved Individually Designed Distributed Minor (IDDM) in Organization Studies.

The specific requirements for a Concentration in Organization Studies includes a minimum of 20 units from the courses below:

Required (two of the following three)*:
- Organizational Theory – **EDUC 375A / SOC 363A** (Powell)
- Seminar on Social Change Processes and Organizations- **EDUC 378X** (Meyerson)
- Social Network Analysis – **EDUC 316 / SOC 369** (McFarland)

Electives (any two of the following to reach the 20 unit minimum requirement):
- **CEE 342**: Computational Modeling of Organizations
- **CS 224W**: Social and Information Network Analysis
- **ECON 291**: Social and Economic Networks
- **EDUC 288**: Organization Studies: Theories and Analyses (**SOC 366**)
- **EDUC 307X**: Organizing for Diversity: Opportunities and Obstacles in Groups and Organizations
- **EDUC 312B**: Microsociology: Social Structure and Interaction (**SOC 224B**)
- **EDUC 316**: Social Network Analysis (**SOC 369**)
- **EDUC 317X**: Workshop: Networks, Histories, and Theories of Action (**SOC 317W**)
- **EDUC 361**: Workshop: Organizations and Networks (**SOC 361**)
- **EDUC 375B**: Seminar on Organizations: Institutional Analysis (**SOC 363B**)
- **EDUC 377**: Comparing Institutional Forms: Public, Private, and Nonprofit (**SOC 377, PUBLPOL 317, GSBGEN 346**)
- **MS&E 384**: Groups and Teams
- **OB 622**: Topics in Social Network Analysis: Structure and Dynamics
- **OB 673**: Perspectives on the Social Psychology of Organizations
- **POLISCI 317**: International Organizations (**POLISCI 217**)
- **POLISCI 364**: Theories of Political Institutions
- **POLISCI 365**: Organizational Decision Making
- **PUBLPOL 304B**: Organizations (**IPS 206B**)
- **SOC 314**: Economic Sociology
- **SOC 324**: Social Networks
- **SOC 359**: Organizations and Uncertainty
- **SOC 361**: Social Psychology of Organizations (OB 671)
- **SOC 362**: Organization and Environment (OB 672)
- **SOC 366A**: Organizational Ecology (OB 601)
- **SOC 367**: Institutional Analysis of Organizations
- **SOC 376**: Perspectives on Organization and Environment (OB 674)
- **SOC 378**: Seminar on Institutional Theory and World Society
- **SOC 670**: Designing Social Research

*If the current instructor is not available, other faculty within and outside of SUSE could substitute. For example, Deb Meyerson, Steve Barley or Dan McFarland could teach EDUC 375, if necessary.*

**CEE 342: Computational Modeling of Organizations**
For post-M.S. students interested in formal techniques for organization design. Computer simulations of organizations are used to conduct virtual experiments for developing organization theory or to analyze the performance of virtual organizations with different structures and decision support and communication technologies. Research on computational modeling and design of real-world organizations. Paper serves as a research proposal. Prerequisite: 242 or equivalent introductory organization design class.

**CS 224W: Social and Information Network Analysis**
Previously numbered CS322. How do rumors and information spread? Who are the influencers? Can we predict friendships on Facebook? Networks are the core of the WWW, blogs, Twitter and Facebook. They can be characterized by the complex interplay between information content, millions of individuals and organizations that create it, and the technology that supports it. Course will focus on how to analyze the structure and dynamics of large networks, how to model links, and how design algorithms that work with such large networks. Topics: statistical properties of large networks, models of social network structure and evolution, link prediction, network community detection, etc.

**Instructors: Leskovec, J. (PI)**

**ECON 291: Social and Economic Networks**
Synthesis of research on social and economic networks by sociologists, economists, computer scientists, physicists, and mathematicians, with an emphasis on modeling. Includes methods for describing and measuring networks, empirical observations about network structure, models of random and strategic network formation, as well as analyses of contagion, diffusion, learning, peer influence, games played on networks, and networked markets.

**EDUC 288: Organization Studies: Theories and Analyses (SOC 366)**
Principles of organizational behavior and analysis; theories of group and individual behavior; organizational culture; and applications to school organization and design. Case studies.

**Instructors: McFarland, D. (PI)**

**EDUC 307X: Organizing for Diversity: Opportunities and Obstacles in Groups and Organizations**
Obstacles in organizations and groups that prevent people from participating, working effectively, and developing relationships in the context of diversity. How to create conditions in which diversity enhances learning and effectiveness? Experiential exercises; students experiment with conceptual and analytic skills inside and outside of the classroom.

**EDUC 312B: Microsociology: Social Structure and Interaction (SOC 224B)**
How to interpret interpersonal situations using microsociological theories. Focuses on the role of intention, identity, routines, scripts, rituals, conceptual frameworks, talk and emotions in social interaction. Processes by which interactions reverberate outward to transform groups and social structures. Special consideration will be placed on organizational contexts like schools, workplaces and policy decision arenas.

**Instructors: McFarland, D. (PI)**

**EDUC 316: Social Network Analysis (SOC 369)**
Introduction to social network theory, methods, and research applications in sociology. Network concepts of interactionist (balance, cohesion, centrality) and structuralist (structural equivalence, roles, duality) traditions are defined and applied to topics in small groups, social movements, organizations, communities. Students apply these techniques to data on schools and classrooms. (SSPEP)

**Instructors: McFarland, D. (PI)**

**EDUC 317X: Workshop: Networks, Histories, and Theories of Action (SOC 317W)**
Yearlong workshop where doctoral students are encouraged to collaborate with peers and faculty who share an interest in researching the network dynamics, histories and theories of action that help explain particular social phenomena. Students present their own research and provide helpful feedback on others’ work. Presentations may concern dissertation proposals, grants, article submissions, book proposals, datasets, methodologies and other texts. Repeatable for credit.

**Instructors: McFarland, D. (PI), Parigi, P. (PI)**

**EDUC 361: Workshop: Organizations and Networks (SOC 361)**
For students doing advanced research. Group comments and criticism on dissertation projects at any phase of completion, including data problems, empirical and theoretical challenges, presentation refinement, and job market presentations. Collaboration, debate, and shaping research ideas. Prerequisite: courses in organizational theory or social network analysis.
Instructors: Powell, W. (PI)

EDUC 375B: Seminar on Organizations: Institutional Analysis (SOC 363B)
Seminar. Key lines of inquiry on organizational change, emphasizing network, institutional, and evolutionary arguments.

EDUC 377: Comparing Institutional Forms: Public, Private, and Nonprofit (GSBGEN 346, PUBLPOL 317, SOC 377)
Seminar. For students interested in the nonprofit sector, and those in the joint Business and Education program. The missions, functions, and capabilities of nonprofit, public, and private organizations. Focus is on sectors with significant competition among institutional forms, including health care, social services, the arts, and education. Sources include scholarly articles, cases, and historical materials. Advanced undergraduates require consent of instructor.  
Instructors: Powell, W. (PI)

MS&E 384: Groups and Teams
Research on groups and teams in organizations from the perspective of organizational behavior and social psychology. Topics include group effectiveness, norms, group composition, diversity, conflict, group dynamics, temporal issues in groups, geographically distributed teams, and intergroup relations.

OB 622: Topics in Social Network Analysis: Structure and Dynamics
This course provides coverage of both introductory and intermediate topics in social network analysis with a primary focus on recent developments in theory, methods and substantive applications. We will begin the course with a brief overview of introductory themes and concepts from various disciplines that have contributed to social network theory, including sociology, anthropology, social psychology, and organizations. Introductory topics to be included: centrality, cliques, structural and regular equivalence and cognitive social structures. The primary topics to be covered in this course include the application of network theory to the study of careers, competition, inn... more description for OB 622 »
Instructors: Hasan, S. (PI)

OB 673: Perspectives on the Social Psychology of Organizations
This seminar focuses on topics relevant to organizational behavior, drawing primarily on social psychological and some sociological research. Topics vary from year to year. In Spring 2010 the seminar will focus on Justice. Topics will include distributive and procedural justice, equity theory, punishment, restorative justice, and relative deprivation among others. Papers and discussion focus on theory development processes, and writing journal articles. Prerequisites: Enrollment in a PhD Program. Cannot be audited or taken pass/fail.  
Instructors: Flynn, F. (PI)

POLISCI 317: International Organizations (POLISCI 217)
(Graduate students register for 317.) The role of international organizations in interstate cooperation. Theoretical approaches and applications. The UN, International Monetary Fund, World Bank, World Trade Organization, and regional and supranational organizations.

**POLISCI 364: Theories of Political Institutions**
Organized activity as it reflects the organization of political life. Eclectic and interdisciplinary. Emphasis is on political institutions and formal organizations, and the norms, expectation, and routines characteristic of informal political structure.

**POLISCI 365: Organizational Decision Making**
Behavioral theories of organization. Emphasis is on the institutional applications of bounded rationality. Models of incrementalism; evolutionary models of change; organizational learning. The differences between predictions of theories of perfect rationality and those of imperfect rationality. Organizational responses (constructive and pathological) to constraints on information processing. Institutional contexts; public agencies and firms.

**PUBLPOL 304B: Organizations (IPS 206B)**
Policy reform and organizational resistance. Organizations include government and other bureaucracies such as not-for-profit schools, universities, hospitals, international organizations, political parties, and agencies. Hubris and policy making, including pathologies of decision making and planning, abuse of intelligence, biased information, overselling to publics, lack of knowledge about context, and unintended consequences.

**SOC 314: Economic Sociology**
Classical and contemporary literature covering the sociological approach to markets and the economy, and comparing it to other disciplines. Topics: consumption, labor, professions, industrial organization, and the varieties of capitalism; historical and comparative perspectives on market and non-market provision of goods and services, and on transitions among economic systems. The relative impact of culture, institutions, norms, social networks, technology, and material conditions. Prerequisite: doctoral student status or consent of instructor. 
**Instructors: Granovetter, M. (PI)**

**SOC 324: Social Networks**
How the study of social networks contributes to sociological research. Application of core concepts to patterns of relations among actors, including connectivity and clusters, duality of categories and networks, centrality and power, balance and transitivity, structural equivalence, and blockmodels. Friendship and kinship networks, diffusion of ideas and infectious diseases, brokerage in markets and organizations, and patronage and political influence in historical contexts.

**SOC 359: Organizations and Uncertainty**
Organizations and environments characterized by institutional uncertainty. Beliefs at the roots of shared routines and institutional myths are absent. Institutionalists and neo-institutionalists, organizations facing uncertain institutional environments.

**Instructors: Parigi, P. (PI)**

**SOC 361: Social Psychology of Organizations**
Seminar. Social psychological theories and research relevant to organizational behavior. Current research topics; theories in micro-organizational behavior. Topics include models of attribution, choice and decision making, intergroup behavior, stereotyping, and social influence. Prerequisites: Ph.D student; graduate-level social psychology course.

**Instructors: Miller, D. (PI)**

**SOC 362: Organization and Environment (OB 672)**
This seminar considers the leading sociological approaches to analyzing relations of organizations and environments, with a special emphasis on dynamics. Attention is given to theoretical formulations, research designs, and results of empirical studies. Prerequisite: Enrollment in a PhD program. Also listed as Sociology 362.

**Instructors: Carroll, G. (PI)**

**SOC 366A: Organizational Ecology (OB 601)**
This seminar examines theoretical and methodological issues in the study of the ecology of organizations. Particular attention is given to the dynamics that characterize the interface between organizational populations and their audiences.

**Instructors: Hannan, M. (PI)**

**SOC 367: Institutional Analysis of Organizations**
Reading and research on the nature, origins, and effects of the modern institutional system. Emphasis is on the effects of institutional systems on organizational structure.

**SOC 376: Perspectives on Organization and Environment**
Sociologists and organizational scholars have increasingly come to recognize that networks are not simply relevant as conduits for the flow of information and resources, but are critical determinants of identity, shaping preferences and influencing perceptions of the qualities that inhere in actors. Research that informs the link between networks and identity based on intellectual traditions such as social exchange theory, role theory, and economic and historical sociology.

**SOC 378: Seminar on Institutional Theory and World Society**
Sociological analyses of the rise and impact of the expanded modern world order, with its internationalized organizations and globalized discourse. Consequences for national and local society: education, political organization, economic structure, the environment, and science. The centrality of the individual and the rationalized organization as legitimated actors.

**Instructors: Meyer, J. (PI)**
SOC 670: Designing Social Research
This is a course in the design of social research, with a particular emphasis on research field (i.e., non-laboratory) settings. As such, the course is a forum for discussing and developing an understanding of the different strategies social theorists employ to explain social processes, develop theories, and make these theories as believable as possible. In general, these issues will be discussed in the context of sociological research on organizations, but this will not be the exclusive focus of the course. A range of topics will be covered, for example: formulating and motivating research questions; varieties of explanation; experimental and quasi-experimental methods, including natural experiments; counterfactual models; conceptualization and measurement; sampling and case selection; qualitative and quantitative approaches. This course is particularly oriented toward developing an appreciation of the tradeoffs of different approaches. It is well suited to Ph.D. students working on qualifying papers and dissertation proposals.

Instructors: Sorensen, J. (PI)